Team Marine

Expectations of Marines

- To be part of our Corps vision
- To be treated professionally and respectfully
- To be fully accepted as a Marine

Purpose

- Improve our ability to work together
- Understand how each Marine brings strength to the Corps
- Learn how to prevent discrimination
- Improve and encourage communication

Overview

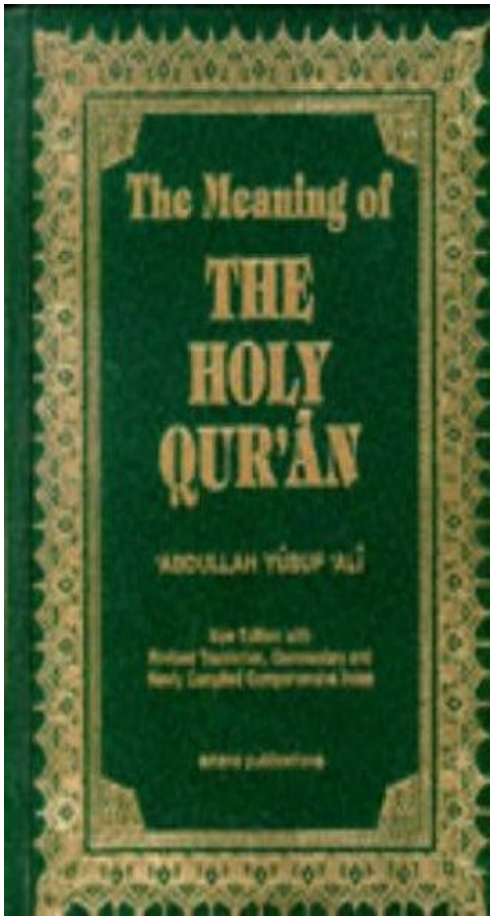
- Differences
- Perceptions
- Stereotypes
- Bias
- Prejudicial treatment
- Discrimination
- Racism

Teamwork

- Working together to achieve common goals
- Recognize individual achievement
- Capitalize on strengths, improve on weaknesses

Differences

- Age
- Gender
- Race
- Religion
- Color
- National Origin



Perceptions

- **Belief that something is true**
- **Mental image formed through observation**
- **Tendency to overlook facts which do not support our beliefs**
- **Can affect an individual or a unit**

Perceptions

- Check perceptions for accuracy
- False perceptions must be corrected
- Think before you act
- Unit readiness impacted

Stereotypes

Stereotypes

- **Perceptions about groups of peopl**
- **Narrow, rigid & judgmental**

Stereotypes

- Use to justify our beliefs about others

- Are always harmful

Bias_

- **Unreasonable and unfair distortion of judgement, Major cause of personal bias is not understanding why people are different**
- **Ca on an individual or a ur**

Impact of Bias

- Individuals treated unfairly
- Detracts from effective leadership
- Affects decision making
- Be aware of personal bias

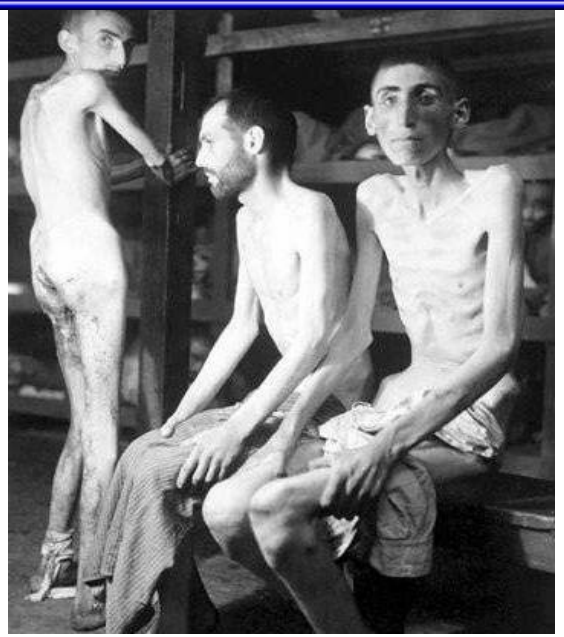
Prejudicial Treatment

- When bias affects our ability to judge and treat others fairly
- In response to long-held personal beliefs
- Results in unfair treatment and impacts on teamwork

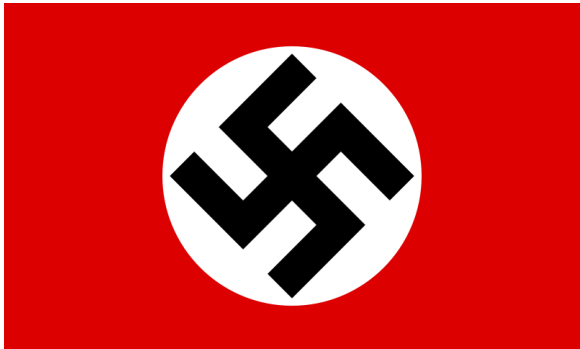
Discrimination

- **Denies equal treatment**

  because of differences



- **Actions based on age, gender, race, ethnic group, or background**
- **Unacceptable conduct**



Racism

- Belief that some races are superior and others are inferior
- Extreme form of prejudice
- Denies respect to others because of the

Added Stress

- **Anxiety felt by members of a specific group**
- **Belief that an individual represents all members of the group**
- **Singling out people due to differences contributes to added stress**

Corrective Action

- **Inspect Yourself**
- **Ask questions**
- **Be a role model**
- **Communicate**

Final Filter

- We are in control of the Future!!
- Is my choice fair to all stakeholders?
- If everyone followed my example would the effect be favorable?
- Are my Perceptions/Views Valid???

Summary

- Manage personal bias
- Correct actions of others
- Take responsibility
- Judge individuals on their merits
- **Communicate!**

What Color is Honor?
What Religion is Courag
What Gender is Commitme
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Questions